

Sara Asmussen

**Center for Educational Innovation/10 New
York Charter Schools**

PERFORMANCE OUTCOMES

- Performance rating is determined based on collection of evidence in each of the 27 components
 - Rubric based on ISSLC Standards
 - Principals receive a rating of rudimentary, emerging, proficient or accomplished

EVIDENCE COLLECTION

Assistant Superintendents

- 60% of time spent in the schools observing practices and collecting evidence

Principals

- Collect evidence for both themselves and their Assistant Principals

Revisions and Their Impact

- Refinement of the rubric
 - Reduced number of focused components
- Principals will now be able to focus the efforts on those areas which have been found to be most closely linked to student achievement
- The district will now be able to more clearly identify our most effective principals

Alyssa Ford-Heyward and Maureen Yoder

How well does your
observational evaluation
identify low performing
teachers?